

Message Text

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ORIGIN ARA-10

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WFC:RGIBSON (PHONE)

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FM SECSTATE WASHDC

TO AMEMBASSY PANAMA

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E.O. 11652' N/A

TAGS: AFSP, PN

SUBJECT: SALARY SURVEY

1. THE DEPARTMENT HAS REVIEWED THE SALARY SURVEY DATA SUBMITTED FOR THE EMBASSY AT PANAMA. BASICALLY THE DATA REFLECTS A SOUND AND THOROUGH SURVEY OF PREVAILING SALARY RATES PAID BY LOCAL FIRMS. TWENTY-ONE KEY POSITIONS WERE SURVEYED AT 12 LOCAL COMPANIES; FRINGE BENEFITS WERE EVALUATED PROPERLY; GENERAL ADJUSTMENT FACTORS WERE COMPUTED CORRECTLY; AND THE EVALUATION AND EDITING OF THE SALARY DATA SHOWED A VERY GOOD UNDERSTANDING OF THE REQUIREMENTS OF THE LECH.

2. THE SURVEY DEVIATED IN ONLY ONE INSTANCE FROM THE GUIDELINES IN THE LOCAL EMPLOYEE COMPENSATION HANDBOOK, SECTION 2.4-5, IN THE DEVELOPMENT OF FINAL SALARY RATES FOR EACH CLASS LEVEL. THE TENTATIVE, MINIMUM AND MAXIMUM SALARY RATES FOR CLASSES FSL-6 AND FSL-7, AND THE MAXIMUM RATE FOR FSL-2 REFLECTED RATES BELOW THE CORRESPONDING RATES ON THE CURRENT SALARY SCHEDULE. IN AN APPARENT EFFORT TO OVERCOME THIS PROBLEM THE TENTATIVE NEW RATES WERE ADJUSTED BY PERCENTAGES IN EXCESS OF THE 5 PERCENT

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PERMITTED IN THE LECH. BECAUSE OF THIS, IT WILL BE NECESSARY TO RECOMPUTE THE RATE RANGES OF THESE 3 CLASSES .

3. FOLLOWING IS THE DEPARTMENT'S PROPOSED SCHEDULE FOR THE MINIMUM AND MAXIMUM OF THE VARIOUS FSL RATES INCLUDING THE PROPER ADJUSTMENTS FOR THE MINIMUMS AND MAXIMUMS OF FSL-6, FSL-7, AND THE MAXIMUM FOR FSL-2.

CLASS LEVEL MINIMUM MAXIMUM INCREMENTS
LP PROPOSED SCHEDULE 10 AT

FSL-12	11,619	19,171	755
FSL-11	9,560	15,774	621
FSL-10	8,082	12,527	445
FSL-9	6,879	10,662	378
FSL-8	5,769	8,942	317
FSL-7	4,510	6,500	199
FSL-6	3,919	5,870	195
FSL-5	3,365	5,048	168
FSL-4	2,932	4,398	147
FSL-3	2,556	3,834	128
FSL-2	2,264	3,366	110

4. EMPLOYEES WHOSE PRESENT SALARY IS HIGHER THAN THE PROPOSED NEW SCHEDULE SHOULD BE PROCESSED IN ACCORDANCE WITH 3 FAM 932.6 , A4, IN ORDER TO PREVENT SALARY CUTS.

5. REQUEST THAT EMBASSY RECOMPUTE SALARY TABLES; COORDINATE WITH INTERESTED AGENCIES; AND FORWARD COST DATA BY AGENCY TO DEPARTMENT ALONG WITH MASS PAY ACTIONS TO WFC.

6. PER TELCON MARCH 3, 1976, BETWEEN ARA POST MANAGEMENT ALLARD AND EMBASSY PERSONNEL OFFICER BELAIRE, TARGET DATE FOR IMPLEMENTATION OF NEW PAY PLAN WILL BE BEGINNING OF PAY PERIOD 07, MARCH 28, 1976. KISSINGER

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